

BOARD OF TRUSTEES
UNITED COMMUNITY CORPORATION
449 Central Avenue
Newark, New Jersey

September 12, 1966

The meeting was called to order by the President, Rev. Levin B. West. He stated that this special meeting had been called at the request of the Executive Committee for the purpose of discussing the submission of the CEP proposal for refunding and co-sponsorship contract.

A question was raised about the Board's not being supplied with an agenda as in the past. Rev. West related that the agenda had been submitted with the meeting notice and again he read the notice. Another question was raised regarding the summary of the TEAM proposal to cover the period of September 16 to July 31 which had just been distributed. Dr. Odom explained we were late getting the material from TEAM and then our duplicating equipment broke down. In addition, this material was hand carried to members of the Executive Committee this morning but it was not feasible to do so for every member of the Board.

Rev. West explained that last week he had been given a copy of the new CEP contract and noted several areas of concern which he could not in good conscience go along with by signing it. He therefore shared this with the Executive Committee who set up a special committee of himself, Dr. Odom, Mrs. Edna Thomas and Mr. Edward Kirk to meet with city representatives, TEAM and Mr. Hurley to try to come up with something acceptable. In terms of the cuts in the Day Care budget and the increases in TEAM central administration, he said he did not know who approved them and he wanted everyone to know the facts. He said he had invited Mr. Arthur Jones, Executive Director of TEAM and Mr. Jack Hurley of the Department of Labor to bring the Board up to date on what had been done in the interim.

Mrs. Esta Williams stated that the document they are presently reading was not received by the Day Care Council until August 14. It seems that the question before the Board is who set the budget and why wasn't the Board allowed to see it before it was set. He would like to know how many children will be serviced.

Dr. Odom stated that he was not aware of what was going on. There was another Board of Trustees meeting and nobody had too much to say. These are grass root people and the budget should not be cut. They want to know why Day Care should be cut and TEAM can go off and get a new building.

Mrs. Edna Thomas stated that at a meeting held of the Executive Committee the only material present was on the Day Care Council. Mr. Arthur Jones did not choose to bring what was asked of him. He did not respect the Committee's wishes. They never received the program to review it. Mr. Jones

informed the Board that the co-sponsors had agreed on the program.

Mrs. Thomas would like to know if the Board is prepared to inform the community that they can not accomodate some of the children on the Day Care Council. Noone in the Corporation has the right to set priorities without first consulting the Trusteeship Board. In a program year of so-called cutbacks for everybody, the TEAM budget is over \$6,000. The salary range for the administrative assistant was raised from \$9,000 to \$12,000. Mr. Jones was asked to rationalize this position. Mr. Jones stated that the person holding this position does three jobs in one.

Mrs. Thomas recommended that UCC ask the Labor Department for an extension so that we can work these problems out correctly. She feels that a committee should be expanded to include the Program Department, TEAM, Day Care, the President and representatives of the Mayor's office. Also, the TEAM boundaries should be extended into the Ironbound neighborhood where the poor whites live.

Mr. Hurley of the Labor Department stated that they are also concerned about the cutback. They have been operating in a different manner than they have been before. The termination date has been set for the 15th of September. That is the last day they will have enough money left for the TEAM program. On Monday, September 16, there will be roughly \$2,000 unspent in the TEAM contract. It takes approximately \$8,000 for each working day. If this Program is not approved, they will not be able to fund the Program on the 16th. Mayor Addonizio and Timothy Still had planned to go to Washington in July but this visit was postponed. At a later date Rev. West and Mayor Addonizio did go. There were no additional funds available. The best they could do was to take \$3 million and operate for 10½ months instead of 12 months. The contract must be signed this week or they will have to go out of business as far as funding the program.

A question was asked if it was possible to find somewhere else to cut the funds. Mr. Hurley stated that they did not make the cut in the individual budget. They were made by the representatives. The cut also applies to Neighborhood Youth Corp. They can not provide Day Care for all of the children that would be eligibil.

Another question was asked if they would only service 300 children on Monday morning. If so, would you be in violation of the law. If this is true, TEAM is defeating its own purpose. No more enrollees will be able to come to TEAM and enroll. The mothers who have never worked will be told that we can no longer service them. What phase out formular would you use in order to cut families down to 300?

Mr. Hurley stated that the first time he heard the 300 figure was after the program committee had compiled the

proposal. He stated that Mr. Jones is in a better position to answer that question.

He went on to further state that the Day Care mother component of the present program was his idea. He would not like to see it dropped or cut. Mrs. Williams stated that in a memo, dated August 1968, Day Care had serviced 699 families. She would like to know where the 300 figure came from. The Day Care Council did not see anything until August 14. Nobody projected a 300 figure. Mr. Hurley stated that he did not see it until the Friday before the 19th when the people from Washington came to review the proposal. This is something Mr. Jones has to answer.

Mr. Jones stated that it would not be necessary to send them home. Mrs. Williams stated that she would like to know who were the people representing UCC at the meeting when this negotiation was made. Mr. Jones stated that there were a series of meetings which included Mr. Still. The recommendations for the cut were made by himself and adopted by the co-sponsors. He was asked to do this by the co-sponsors. Messrs. Duke Moor, J. Cameron Wade and Michael Gotthainer were the persons representing UCC at those meetings.

Mr. Moore stated that on the date in question Mr. Duffy, Deputy Director, received a call informing him there was an emergency meeting to do with TEAM. Mr. Moore was asked to represent Dr. Odom. When they arrived the meeting was already in session with representatives of the city. At no time did they agree with any cuts, knowing as he did the clear delineation and responsibility of the staff and policy making body. Mr. Moore stated that he would not take it upon himself to make any such decisions. He brought the information back to UCC and at no time did he agree or participate in the drawing up of the cutbacks.

Mrs. Williams asked who gave them the right to do what they did. Mr. Jones stated that he was asked by the Board to bring in an evaluation of all TEAM components to find out what was what. He stated that the evaluations were made over a 5 1/2 month period by the staffs of the components involved including Day Care. Nobody on the administrative staff of TEAM has received a raise as a result of the contract. The maximum figure required by the Department of Labor was put there.

There were three instances where the maximum was raised on salaries. The first one was in the salary of the deputy director and this was because he is second in command but his salary was no higher than the center director. His salary is \$13,500 which is \$3,000 or \$4,000 lower than normal deputy directors. The fiscal manager was also lower than normal for the work load he has to carry. He had to perform his duties with TEAM and a third of his time was spent doing work he was not supposed to do. The other raise was that of

the Administration Assistant which presently is set at \$9,000. The maximum was raised to \$12,500 because TEAM has 285 people on staff and no personnel director. There are 48 people in the central office and no office manager. He had a choice of creating two new positions or writing them into one position and saving about \$12,000. He wrote three functions into one job. TEAM was funded to place 2,000 persons and in the 12 month period they placed more than 3,000 people. They have fulfilled their commitment.

Mr. Jones informed the Board that when the new building is finished they will be able to service 600 children. The eligibility requirements are set by the TEAM Board. They are planning to move into larger headquarters and they have purchased four new refrigerators. The new rent will be \$23,000. Last year they paid about \$8,000.

Mr. Winans suggested that the question before the UCC Board tonight should be whether the Day Care budget would be increased and if Adult Basic Education Program will be expanded. Mr. Jones informed him that the Adult Basic Education Program is being expanded to 1,000. Approximately 75% of all the funds in the TEAM Program is for providing direct services for the hard core. They have the best ratio achieved by any program of its kind.

The budget lines are as follows:

New Careers	\$ 739,000
Neighborhood Youth Corps	375,000
Orientation	101,000
Blazer	103,000
Adult Basic Education	70,000
Training in the Program	788,000
Special Services	340,000
Medical Examination	116,000
Family Service	68,000

There is a total of \$524,000 in special services and \$224,000 for recruitment and follow-up. These services are given directly to the client. The amount of \$2,786,653 is utilized out of a total of \$2.5 million.

Councilman Turco would like to know why the TEAM proposal does not include the Ironbound Section. Mr. Jones informed him that when the committee drew the first proposal a substantial portion of the Ironbound Section was included. When they received their cutback and were told by the Labor Department they had to expand into the Model Cities area, they did not feel they had enough staff.

Mrs. Pierce would like to move that we accept Mrs. Thomas' recommendation and a committee be set up to investigate

all the increases in salaries at TEAM.

^{suggested}
Mr. Kapelsohn moved that the officers and Executive Director of UCC be given authority to negotiate and execute an agreement with City of Newark and the Department of Labor with such additional consultation and cooperation of the Business Community as time and circumstances will permit, alternatively:

(a) To extend the existing contract relating to TEAM for one to two months from its present expiration date of September 16, 1968 on the same proportional basis as to money; or, if that is not permissible or feasible, then

(b) To execute a new agreement on terms identical with the present one but for a term of one to two months with all financial provisions to be proportionately adjusted to the shorter period; or if that is not permissible or feasible, then

(c) To execute the new proposed agreement which was presented to this meeting for discussion under No. CEP-9638 but with a supplemental agreement of modification providing that renegotiations commence immediately regarding all monetary aspects of Contract No. CEP-9638 and that in the meantime and pending mutual acceptable conclusion of such negotiations every portion of said new agreement is modified so that no allocation or use of funds or authority and no allocation or setting of priorities nor wages nor new or altered jobs or positions be effective but that in all such respects the language and scope of like or similar provisions in the present contract be continued and that pending such satisfactory completion of renegotiations all funds allocated to TEAM under Contract CEP-9638 be divided amongst the component agencies or activities of TEAM as they now exist in the same proportion or percentage as the division of funds under the contract expiring September 16, 1968, or if for any reason that cannot be done, then

(d) Any other contract or solution which will enable the existing operations under TEAM and the component activities constituting the same or working thereunder, to continue without hiatus or interruption on an equitable basis approved by said UCC representatives, the City of Newark, the Business Community and the Department of Labor.

Motion - The officers and Executive Director of UCC be given authority to negotiate with the City of Newark, the business community and the federal authorities for an extension of the existing contract to allow us to obtain funding in any manner whatsoever, whether by extending or making a one or two month short term contract for some short period of time not to exceed two months with the condition that the spending level would remain the same as last year, giving all the component organizations time to submit budgets and proposals and study and review what is offered. Adopted.

BOARD OF TRUSTEES

SEPTEMBER 12, 1963

Present:

Rev. Levin B. West, President, presiding,
Allan Trent, Mrs. Estelle Pierce, Mrs. Lottie
Goldsberry, Mrs. Rena Kelley, Charles Mabray,
Miss Ruth Guffy, Mrs. Louise Jarrett, Granville
Marshall, Franklyn Titus, Irvine I. Turner,
Jose Rosario, Mrs. Barbara Stafford, Mrs. Cora
V. Givens, Ralph Geller, Mrs. Edna Thomas,
Louis Turco, Alfonse Rossi, Fred Means, Oscar
Stafford, George Napier, Msgr. Joseph Dooling,
Mrs. Larrie Stelks, Mrs. Esta Williams, Edward
A. Kirk, Calvin West, Leroy Hush, Sol Kapel-
sohn, Legal Counsel, Joseph Price, T. Edwards

Not Present:

Hon. Hugh J. Addonizio, Dr. C. Richard Weinberg,
Ralph A. Villani, James T. Callaghan, Frank
Addonizio, Lee Bernstein, Joseph Melillo, Leon
Ewing, Charles W. Garrison, Francis S. Quillan
Willie Wright, Saul Schwarz, Rev. Jan W. Van
Arsdale, Rev. Dillard Robinson, Louis Danzig,
Mrs. Dora Mazur

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